



County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
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(213) 974-1101
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

May 27, 2014

To: Supervisor Don Knabe, Chairman
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

A handwritten signature in black ink, appearing to be "W. T. Fujioka", is written over the printed name and title.

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

EXECUTIVE OFFICE OF THE BOARD OF SUPERVISORS' REQUEST FOR SALARY PLACEMENT FOR MS. MARY WICKHAM UPON APPOINTMENT TO THE POSITION OF EXECUTIVE DIRECTOR, COUNTY EQUITY OVERSIGHT PANEL (CEOP) (UNCLASSIFIED)

The Executive Office of the Board of Supervisors, with the support of the Chief Executive Officer (CEO), requests approval to appoint Mary Wickham to the position of Executive Director, County Equity Oversight Panel (CEOP) (UC), Item No. 1024, at an annual base salary of \$188,267.40. The base salary placement for Ms. Wickham onto Management Appraisal and Performance Plan (MAPP) Tier I, Salary Range R16 (the Board approved range for this position), will place Ms. Wickham above the control point of the range. This salary is recommended based on Ms. Wickham's extensive employment law experience and the role and responsibilities she will perform as Executive Director, CEOP.

As Executive Director, CEOP, Ms. Wickham will report directly to the Executive Officer, Board of Supervisors, Sachi Hamai, and be responsible for directing the County Equity Oversight Panel. More specifically, Ms. Wickham will have executive and administrative responsibility over the countywide equity function and must interact regularly with all County Department Heads and their Human Resources teams on issues and processes related to the Countywide Policy of Equity. In this position, Ms. Wickham will serve as the County's equity resource and identify and recommend solutions to systematic problems that may be creating liability for the County.

"To Enrich Lives Through Effective And Caring Service"

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Ms. Wickham is a practicing attorney with more than 25 years of progressively responsible experience in public sector employment law, and has been litigating employment law cases for the County of Los Angeles for nearly 18 years. Since January 2013, she has been serving as the Acting Executive Director, CEOP, for the Executive Office of the Board of Supervisors. Prior to her current role as Acting Executive Director, CEOP, Ms. Wickham had been working as a Senior Deputy County Counsel for the Executive Office of the Board of Supervisors since September 2000. In 1986, Ms. Wickham earned a Bachelor of Science degree in Public Administration from the University of Southern California, and her Juris Doctor degree from Whittier College in 1989.

In accordance with policy on managerial appointments, unless otherwise instructed by the Board by June 10, 2014, the Chief Executive Office will advise the Executive Office of the Board of Supervisors that authorization has been granted to proceed with Ms. Wickham's appointment to Executive Director, CEOP, at an annual base salary of \$188,267.40 effective no sooner than June 11, 2014.

If you have any questions regarding this matter, please contact Steve Masterson at (213) 974-8481.

WTF:BC:JA
SJM:JJ:mmg

c: Executive Office, Board of Supervisors
County Counsel

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